

**San Jose Police Officers' Association  
2007-2008 Total Compensation Profile**

**TOP STEP POLICE OFFICER<sup>1</sup>**

	<b><u>Annual</u></b>
Base Pay	\$91,000.00
Holiday-In-Lieu (5.623%)	\$5,116.93
Anti-Terrorist Training Pay (5.00%)	\$4,550.00
Post Pay - Advanced (7.50%)	\$6,825.00
Uniform Allowance (\$675/Year)	\$675.00
<b>Total Cash Compensation<sup>2</sup></b>	<b>\$108,166.93</b>
Retirement Contribution (28.90%)	\$26,299.00
Unemployment Insurance	\$9.10
Health Insurance <sup>3</sup>	\$11,703.84
Dental Insurance (PPO) <sup>3</sup>	\$1,133.52
Life Insurance	\$48.00
EAP	\$253.32
<b>Other Benefits</b>	<b>\$39,446.78</b>
<b>Total Pay and Benefits<sup>4</sup></b>	<b>\$147,613.71</b>

**Notes and Comments**

<sup>1</sup> Police Officer classification is eligible for overtime.

<sup>2</sup> Does not include overtime or other premium pays an individual employee may receive.

<sup>3</sup> Assumes employee is enrolled in family health and dental.

<sup>4</sup> Does not include value of paid sick leave and paid vacation leave.